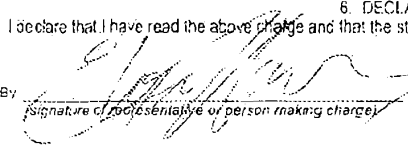


Administrator POTSmodem1

(4/4) 04/13/2015 04 12 49 PM -0700

INTERNET FORM NLRB-501 (2-06)		UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER		FORM EXEMPT UNDER 44 U.S.C. 3512	
				DO NOT WRITE IN THIS SPACE	
				Case 31-CA-150248	Date Filed 4/14/15
INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.					
1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT					
a. Name of Employer Charter Communications, LLC.				b. Tel. No. 888-715-3291	
				c. Cell No. 425-646-6138	
d. Address (Street, city, state, and ZIP code) 270 Bridge Street San Luis Obispo, CA.				f. Fax No.	
e. Employer Representative Henry Farber				g. e-Mail henryfarber@dwt.com	
				h. Number of workers employed 48	
i. Type of Establishment (factory, mine, wholesaler, etc.) Cable, internet, telephone communications				j. Identify principal product or service same	
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8 (a) (2) and 8 (a) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.					
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)					
In March 2014, the NLRB held an election for a first contract. The election results were certified April 21, 2014. The workers voted in IBEW Local 639 to represent them. The parties have been bargaining for close to a year for a first contract.					
Within the last six months and as the one year anniversary date is approaching, the Company supervisors have been calling workers into the office, one on one, to encourage them to start a decertification petition. Supervisors have been encouraging workers to obtain decertification signatures while on company time. Supervisors have been telling employees "but for the union vote" they would have received raises and they may have to sub contract out their work.					
3. Full name of party filing charge (if labor organization, give full name, including local name and number)					
International Brotherhood of Electrical Workers Local 639					
4a. Address (Street and number, city, state, and ZIP code) 6363 Edna Street San Luis Obispo, CA. 93401				4b. Tel. No. 805-543-5693	
				4c. Cell No. 805-801-3738	
				4d. Fax No. 805-544-3762	
				4e. e-Mail mark.satterfield@sbcglobal.net	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)					
6. DECLARATION					
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.					
By  (Signature of representative or person making charge)				Tel. No. 510-719-1216	
Elyn Moscovitz, Attorney for IBEW #639 (Print type name and title or office, if any)				Office, if any, Cell No.	
				Fax No.	
P.O. Box 134 Jenner, CA. 95450				e-Mail emoscovitz@moscovitzlaw.com	
Address				(Date) April 13, 2015	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

From: IBEW 639

18055443762

05/12/2015 08:59

#323 P.002/002

INTERNET  
FORM NLRB-501  
(2-08)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

Case Amended

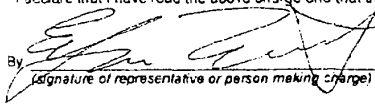
Date Filed

31-CA-150248

5/12/15

## INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

<b>1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT</b>	
a. Name of Employer Charter Communications LLC.	b. Tel. No. 888-715-3291
	c. Cell No. 425-646-6138
	f. Fax No.
d. Address (Street, city, state, and ZIP code) 270 Bridge Street San Luis Obispo, CA.	e. Employer Representative Henry Farber
	g. e-Mail henryfarber@dwt.com
	h. Number of workers employed 48
i. Type of Establishment (factory, mine, wholesaler, etc.) Cable, internet, telephone company	j. Identify principal product or service Internet Services/Communications
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 2, 3 and 5. _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) In March 2014, the NLRB held an election for employees of Charter and the Union, IBEW Local 639. The Union won the election and was certified April 21, 2014. The parties then bargained for a year for a first contract. During that time, the parties met about 8-9 times, usually not for full days, at the Employer's request. During the last six months the Employer has been interfering with employee's right to remain in the union, and held meetings with employees to convince them to sign de-certification petitions. Pro-Union employees were terminated, promotions were denied because of Union support. The weekend of April 9-10, 2015 the parties met to try and finalize an agreement. All non-economic issues were agreed upon. On Saturday, April 10, the Union was kept waiting an hour to start. A reasonable first offer for a wage packet was presented to the Employer by the Union. The Employer then met for 2 hours and stated it would not respond to the Offer and wanted the Union to "try again." Since then, the Employer has refused to bargain with the union.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) International Brotherhood of Electrical Workers Local 639	
4a. Address (Street and number, city, state, and ZIP code) 6363 Edna Street San Luis Obispo, CA. 93401	4b. Tel. No. 805-543-5693
	4c. Cell No. 805-801-3738
	4d. Fax No.
	4e. e-Mail mark.simonin@sbcglobal.net
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) International Brotherhood of Electrical Workers	
<b>6. DECLARATION</b>	
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.	
By  (Signature of representative or person making charge)	Ellyn Moscovitz (Print type name and title or office, if any)
P.O. Box 134, Jenner, CA. 95450	April 11, 2015 (date)
Tel. No. 510-719-1216	
Office, if any, Cell No.	
Fax No.	
e-Mail emoscovitz@moscovitzlaw.co	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

MAY-12-2015 09:54

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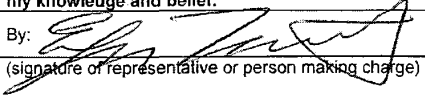
P.02

Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD**SECOND AMENDED CHARGE AGAINST EMPLOYER****INSTRUCTIONS:**

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
31-CA-150248	06/03/2015

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT			
a. Name of Employer Charter Communications, LLC		b. Tel. No. 888-715-3291	
		c. Cell No. 425-646-6138	
d. Address (street, city, state ZIP code) 270 Bridge Street, San Luis Obispo, CA 93401		e. Employer Representative Henry Farber	
		f. Fax No.	
		g. e-Mail henryfarber@dwt.com	
		h. Dispute Location (City and State) San Luis Obispo, CA	
i. Type of Establishment cable, internet, telephone		j. Principal Product or Service internet services/ communications	
		k. Number of workers at dispute location 48	
l. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1), (3), and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
<p>Within the past six months, the above-named employer has interfered with the employees' Section 7 rights by (1) failing and refusing to fairly bargain with the Section 9(a) representative of its employees by walking out on negotiations after the undersigned Union presented its economic proposal; (2) failing and refusing to fairly bargain by refusing to make a counter-offer to the Union's economic proposal; (3) failing and refusing to fairly bargain by demanding that the Union agree to waive the employees' right to wear Union insignia; (4) failing to provide the annual wage increase per past practice; (5) promising employees raises if they sign the decertification petition; (6) encouraging employees to sign the decertification petition; (7) telling employees they would have received a pay raise if they hadn't voted in the Union; (8) revoking a \$10 an hour increase for employees for stand-by pay after the Union was certified; (9) unilaterally implementing a new point system to evaluate and rate employee performance without providing the Union notice and opportunity to bargain; (10) announcing implementation of 4/10 work week; (11) discharging employee Travis Hunt in retaliation for his Union activities; and, (12) refusing to promote employee Justin Murphy in retaliation for his Union activities.</p>			
3. Full name of party filing charge (if labor organization, give full name, including local name and number) International Brotherhood of Electrical Workers Local 639			
4a. Address (street and number, city, state, and ZIP code) 6363 Edna Rd., San Luis Obispo, CA 93401		4b. Tel. No. (805) 543-5693	
		4c. Cell No. (805) 801-3738	
		4d. Fax No.	
		4e. e-Mail mark.simonin@sbcglobal.net	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)			
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Tel. No. (510) 719-1216	
By:  (signature of representative or person making charge)		Office, if any, Cell No.	
Address: PO Box 134, Jenner, CA 95450		Fax No.	
Date: 6/3/15		e-Mail emoscowitz@moscowitzlaw.com	

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**  
**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

From: BEW639

18055443762

09/28/2015 15:21

#376 P.002/002

Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD

## FOURTH AMENDED CHARGE AGAINST EMPLOYER

## INSTRUCTIONS:

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
31-CA-150248	9/28/15
1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer  Charter Communications, LLC	b. Tel. No. 888-715-3291
	c. Cell No. 425-646-6138
d. Address (street, city, state ZIP code)  270 Bridge Street San Luis Obispo, CA 93401	e. Employer Representative  Henry Farber
	f. Fax No.
	g. e-Mail henryfarber@dwt.com
	h. Dispute Location (City and State) San Luis Obispo, CA
i. Type of Establishment cable, internet, telephone	j. Principal Product or Service internet services/ communications
	k. Number of workers at dispute location 48
<p>1. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.</p> <p>2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)</p> <p>Within the past six months, the above-named employer has interfered with the employees' Section 7 rights by (1) promising employees raises if they sign the decertification petition; (2) encouraging employees to sign the decertification petition; (3) telling employees they would have received a pay raise if they hadn't voted in the Union; and, (4) interrogating employees about their Union sentiments.</p>	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) International Brotherhood of Electrical Workers Local 639	
4a. Address (street and number, city, state, and ZIP code) 6363 Edna Rd. San Luis Obispo, CA 93401	4b. Tel. No. (805) 543-5693
	4c. Cell No. (805) 801-3738
	4d. Fax No.
	4e. e-Mail mark.simonin@sbcglobal.net
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.	
By:  (signature of representative or person making charge)	Tel. No. (510) 719-1216
Ellyn Moscovitz, Attorney Print Name and Title	Office, if any, Cell No.
Address: PO Box 134, Jenner, CA 95450	Fax No.
Date: 9-28-15	e-Mail emoscowitz@moscowitzlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)  
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

Administrator POTSmodem1

(2/2) 07/01/2015 11 14 55 AM -0700

Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD

## THIRD AMENDED CHARGE AGAINST EMPLOYER

## INSTRUCTIONS:

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

DO NOT WRITE IN THIS SPACE

Case

Date Filed

31-CA-150248

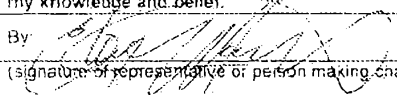
7/1/15

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer  Charter Communications, LLC	b. Tel. No. 888-715-3291
	c. Cell No. 425-646-6138
d. Address (street, city, state ZIP code)  270 Bridge Street San Luis Obispo, CA 93401	e. Employer Representative  Henry Farber
	f. Fax No.
	g. e-Mail henryfarber@dwt.com
	h. Dispute Location (City and State) San Luis Obispo, CA
i. Type of Establishment cable, internet, telephone	k. Number of workers at dispute location 48
Principal Product or Service internet services/ communications	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the past six months, the above-named employer has interfered with the employees' Section 7 rights by (1) failing to provide the annual wage increase per past practice; (2) promising employees raises if they sign the decertification petition; (3) encouraging employees to sign the decertification petition; (4) telling employees they would have received a pay raise if they hadn't voted in the Union; (5) revoking a \$10 an hour increase for employees for stand-by pay after the Union was certified; (6) unilaterally implementing a new point system to evaluate and rate employee performance without providing the Union notice and opportunity to bargain; (7) interrogating employees about their Union sentiments; (8) surveilling employees or giving the impression of surveillance.

3. Full name of party filing charge (if labor organization, give full name, including local name and number) International Brotherhood of Electrical Workers Local 630	
4a. Address (street and number, city, state, and ZIP code) 6363 Edna Rd. San Luis Obispo, CA 93401	4b. Tel. No. (805) 543-5593
	4c. Cell No. (805) 801-3738
	4d. Fax No.
	4e. e-Mail mark.simonin@sbcglobal.net
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief:	
By  (signature of representative or person making charge)	Elyn Moscowitz, Attorney Print Name and Title
Address: PO Box 134, Jenner, CA 95450	Date: JUL 1 2015
	Tel. No. (510) 719-1216
	Office, if any, Cell No.
	Fax No.
	e-Mail emoscowitz@moscowitzlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)  
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



Administrator POTSmodem1

(2/2) 06/29/2015 12:21:49 PM -0700

INTERNET  
FORM NLRB-501  
(7-09)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case 31-CA-155081 Date Filed 06/29/15

## INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

Charter Communications LLC

b. Tel. No. 888-715-3291

c. Cell No. 425-646-6138

f. Fax No.

g. e-Mail  
henryfarber@dwt.comh. Number of workers employed  
48

d. Address (Street, city, state, and ZIP code)

270 Bridge Street, San Luis Obispo, CA  
93401

e. Employer Representative

Henry Farber

Type of Establishment (factory, mine, wholesaler, etc.)

Communications

Identify principal product or service

Cable, Internet, Telephone

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (1st subsections) 8(a)(5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the past six months, the Employer has engaged in bad faith bargaining by:

- 1) Refusing to respond to the Union first economic proposal during the Negotiations April 9-10, 2015.
- 2) Failing to bargain or respond to second offer on economics presented to the Employer at Negotiations on June 19, 2015.
- 3) Withdrawing recognition of Union and statement to the Union and workers it will no longer bargain with the Union on June 26, 2015. Employer failed to provide evidence that it believes the Union no longer represents a majority of the employees.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

International Brotherhood of Electrical Workers, Local 639

4a. Address (Street and number, city, state, and ZIP code)

6363 Edna Rd  
San Luis Obispo, CA. 93401

4b. Tel. No. 805-543-5693

4c. Cell No. 805-801-3738

4d. Fax No.

4e. e-Mail

mark.simonin@sbcglobal.net

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

International Brotherhood of Electrical Workers, AFL-CIO

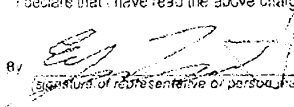
## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Tel. No. 510-719-1216

Office, if any, Cell No.

Fax No.

By   
(Signature of representative of person making charge)

Elyn Moscowitz, Attorney

(Print name and title or office, if any)

Address P.O. Box 134 Jenner, CA. 95450

June 20, 2015  
(date)e-Mail  
emoscowitz@moscowitzlaw.co

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary, however, failure to supply the information will cause the NLRB to decline to invoke its processes.

JUN-29-2015 12:22

1

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P.02

From: IBEW 639

18055443762

08/13/2015 13:14

#356 P.002/002

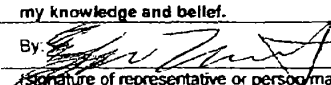
Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD

## FIRST AMENDED CHARGE AGAINST EMPLOYER

## INSTRUCTIONS:

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
31-CA-155081	8/13/2015
1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Charter Communications, LLC	b. Tel. No. 888-715-3291 c. Cell No. 425-646-6138 f. Fax No.
d. Address (street, city, state ZIP code) 270 Bridge Street San Luis Obispo, CA 93401	e. Employer Representative Henry Farber g. e-Mail henryfarber@dwl.com h. Dispute Location (City and State) San Luis Obispo, CA
i. Type of Establishment cable, internet, telephone	j. Principal Product or Service internet services/ communications k. Number of workers at dispute location 48
l. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)	
<p>Within the past six months, the Employer has engaged in bad faith bargaining by:</p> <ol style="list-style-type: none"> <li>1) Refusing to respond to the Union's first economic proposal during the negotiations on April 9-10, 2015;</li> <li>2) Failing to bargain or respond to the Union's economic proposals at the negotiations on June 19, 2015;</li> <li>3) Withdrawing recognition of the Union and telling employees it would no longer bargain with the Union on June 26, 2015;</li> <li>4) Implementing unilateral changes after unlawfully withdrawing recognition from the Union, including pay increases that further demonstrate the Employer's bad faith bargaining on economic proposals; and</li> <li>5) Telling employees that it would revoke pay increases if the Employer is forced to further recognize the Union.</li> </ol>	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) International Brotherhood of Electrical Workers Local 639	
4a. Address (street and number, city, state, and ZIP code) 6363 Edna Rd. San Luis Obispo, CA 93401	4b. Tel. No. (805) 543-5693 4c. Cell No. (805) 801-3738 4d. Fax No. 4e. e-Mail mark.simonin@sbcglobal.net
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.	
By:  (Signature of representative or person making charge)	Tel. No. (510) 719-1216 Office, if any, Cell No. Fax No. e-Mail emoscowitz@moscowitzlaw.com
Address: PO Box 134, Jenner, CA 95450	Date:

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)  
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

AUG-13-2015 13:08

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From: BEW639

18055443762

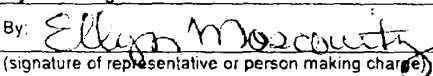
09/28/2015 15:20

#376 P.001/002

Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD**SECOND AMENDED CHARGE AGAINST EMPLOYER****INSTRUCTIONS:**

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
31-CA-155081	9/28/2015
<b>1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT</b>	
a. Name of Employer  Charter Communications, LLC	b. Tel. No. 888-715-3291 c. Cell No. 425-646-6138 f. Fax No.
d. Address (street, city, state ZIP code)  270 Bridge Street San Luis Obispo, CA 93401	e. Employer Representative  Henry Farber g. e-Mail henryfarber@dwt.com h. Dispute Location (City and State) San Luis Obispo, CA k. Number of workers at dispute location 48
i. Type of Establishment cable, internet, telephone	j. Principal Product or Service internet services/ communications
<p>1. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.</p> <p>2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)</p> <p>Within the past six months, the Employer has engaged in bad faith bargaining by:</p> <ol style="list-style-type: none"> <li>1) Withdrawing recognition of the Union and telling employees it would no longer bargain with the Union on June 26, 2015; and,</li> <li>2) Implementing unilateral changes after unlawfully withdrawing recognition from the Union, including pay increases that further demonstrate the Employer's bad faith bargaining on economic proposals.</li> </ol>	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) International Brotherhood of Electrical Workers Local 639	
4a. Address (street and number, city, state, and ZIP code) 6363 Edna Rd. San Luis Obispo, CA 93401	4b. Tel. No. (805) 543-5693 4c. Cell No. (805) 801-3738 4d. Fax No. 4e. e-Mail mark.simonin@sbcglobal.net
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.	Tel. No. (510) 719-1216
By:  (signature of representative or person making charge)	Office, if any, Cell No.
Address: PO Box 134, Jenner, CA 95450	Fax No.
Date: 9-28-15	e-Mail emoscowitz@moscowitzlaw.com

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**  
**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary, however, failure to supply the information will cause the NLRB to decline to invoke its processes.



From: BEW639

18055443762

09/10/2015 15:40

#364 P.002/003

Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**DO NOT WRITE IN THIS SPACE**

Case

Date Filed

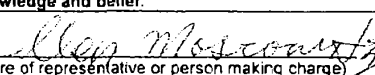
31-CA-159811

9/10/2015

**INSTRUCTIONS:**

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer:  Charter Communications, LLC		b. Tel. No. 888-715-3291
d. Address (street, city, state ZIP code)  270 Bridge Street San Luis Obispo, CA 93401		c. Cell No. 425-646-6138
e. Employer Representative  Henry Farber		f. Fax No.
i. Type of Establishment cable, internet, telephone		g. e-Mail henryfarber@dwf.com
j. Principal Product or Service internet services/ communications		h. Dispute Location (City and State) San Luis Obispo, CA
k. Number of workers at dispute location 48		
<p>1. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.</p> <p>2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)</p> <p>Within the past six months, the above-named employer has interfered with the employees' Section 7 rights by unilaterally implementing a new system tech scorecard for employees on or about August 19, 2015.</p>		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) International Brotherhood of Electrical Workers Local 639		
4a. Address (street and number, city, state, and ZIP code) 6363 Edna Rd. San Luis Obispo, CA 93401		4b. Tel. No. (805)543-5693
		4c. Cell No. (805) 801-3738
		4d. Fax No.
		4e. e-Mail mark.simonin@sbcglobal.net
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filed in when charge is filed by a labor organization)		
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Tel. No. (510) 719-1216
By:  Ellyn Moscowitz, Attorney		Office, if any, Cell No.
(signature of representative or person making charge) Print Name and Title		Fax No.
Address: PO Box 134, Jenner, CA 95450 Date:		e-Mail emoscowitz@moscowitzlaw.com

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**  
**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

SEP-10-2015 15:34

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P.02

From: IBEW639

18055443762

09/10/2015 15:40

#364 P.003/003

Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**DO NOT WRITE IN THIS SPACE**

Case

Date Filed

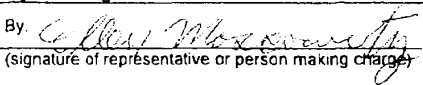
31-CA-159812

9/10/2015

**INSTRUCTIONS:**

File an original of this charge with: NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer  Charter Communications, LLC		b. Tel. No. 888-715-3291
d. Address (street, city, state ZIP code)  270 Bridge Street San Luis Obispo, CA 93401		c. Cell No. 425-646-6138
e. Employer Representative  Henry Farber		f. Fax No.
		g. e-Mail henryfarber@dwt.com
		h. Dispute Location (City and State) San Luis Obispo, CA
i. Type of Establishment cable, internet, telephone	j. Principal Product or Service internet services/ communications	k. Number of workers at dispute location 48
<p>1. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.</p> <p>2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices):</p> <p>Within the past six months, the above-named employer has interfered with the employees' Section 7 rights by telling employees that a job candidate would not even be interviewed unless they were 100% anti-Union.</p>		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) International Brotherhood of Electrical Workers Local 639		
4a. Address (street and number, city, state, and ZIP code) 6363 Edna Rd. San Luis Obispo, CA 93401		4b. Tel. No. (805)543-5693
		4c. Cell No. (805) 801-3738
		4d. Fax No.
		4e. e-Mail mark.simonin@sbcglobal.net
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)		
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Tel. No. (510) 719-1216
By:  (signature of representative or person making charge)		Office, if any, Cell No.
Ellyn Moscowitz, Attorney Print Name and Title		Fax No.
Address: PO Box 134, Jenner, CA 95450		e-Mail emoscowitz@moscowitzlaw.com

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**  
**PRIVACY ACT STATEMENT**

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SEP-10-2015 15:35

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P.03

From: BEW639

18055443762

09/14/2015 09:40

#367 P.001/002

Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD

## FIRST AMENDED CHARGE AGAINST EMPLOYER

## INSTRUCTIONS:

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
31-CA-159812	9/14/2015
1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer  Charter Communications, LLC	b. Tel. No. 888-715-3291 c. Cell No. 425-646-6138 f. Fax No. g. e-Mail henryfarber@dwt.com h. Dispute Location (City and State) San Luis Obispo, CA
d. Address (street, city, state ZIP code)  270 Bridge Street San Luis Obispo, CA 93401	e. Employer Representative  Henry Farber k. Number of workers at dispute location 48
i. Type of Establishment cable, internet, telephone	j. Principal Product or Service internet services/ communications
1. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsection (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)  Within the past six months, the above-named employer has interfered with the employees' Section 7 rights by telling employees that a job candidate would not even be interviewed unless they were 100% anti-Union.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) International Brotherhood of Electrical Workers Local 639	
4a. Address (street and number, city, state, and ZIP code) 6363 Edna Rd. San Luis Obispo, CA 93401	4b. Tel. No. (805)543-5693 4c. Cell No. (805) 801-3738 4d. Fax No. 4e. e-Mail mark.simonin@sbcglobal.net
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.	Tel. No. (510) 719-1216
By:  Ellyn Moscovitz, Attorney (signature of representative or person making charge) Print Name and Title	Office, if any, Cell No.
Address: PO Box 134, Jenner, CA 95450	Fax No.
Date: 9-14-15	e-Mail emoscowitz@moscowitzlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)  
PRIVACY ACT STATEMENT

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From: IBEW639

18055443762

09/10/2015 15:39

#364 P.001/003

9/10 16 7:00

Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**DO NOT WRITE IN THIS SPACE**

Case

Date Filed

31-CA-159815

9/10/15

**INSTRUCTIONS:**

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

**EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer  Charter Communications, LLC		b. Tel. No. 888-715-3291
d. Address (street, city, state ZIP code)  270 Bridge Street San Luis Obispo, CA 93401		c. Cell No. 425-646-6138
e. Employer Representative  Henry Farber		f. Fax No.
i. Type of Establishment cable, internet, telephone		g. e-Mail henryfarber@dwt.com
j. Principal Product or Service internet services/ communications		h. Dispute Location (City and State) San Luis Obispo, CA
		k. Number of workers at dispute location 48
<p>1. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.</p> <p>2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)</p> <p>Within the past six months, the above-named employer has interfered with the employees' Section 7 rights by telling employees that they would not be able to participate in the Charter reward and recognition program because they were represented by the Union.</p>		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) International Brotherhood of Electrical Workers Local 639		
4a. Address (street and number, city, state, and ZIP code) 6363 Edna Rd. San Luis Obispo, CA 93401		4b. Tel. No. (805)543-5693
		4c. Cell No. (805) 801-3738
		4d. Fax No.
		4e. e-Mail mark.simonin@sbcglobal.net
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)		
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Tel. No. (510) 719-1216
By:  (signature of representative or person making charge)		Office, if any, Cell No.
Address: PO Box 134, Jenner, CA 95450		Fax No.
Date:		e-Mail emoscowitz@moscowitzlaw.com

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**  
**PRIVACY ACT STATEMENT**

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From: IBEW 639

18055443762

09/14/2015 14:39

#369 P.001/002

Form NLRB - 501 (2-09)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD**FIRST AMENDED CHARGE AGAINST EMPLOYER****INSTRUCTIONS:**

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
31-CA-159815	9/14/2015
1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer  Charter Communications, LLC	b. Tel. No. 888-715-3291
	c. Cell No. 425-646-6138
d. Address (street, city, state ZIP code)  270 Bridge Street San Luis Obispo, CA 93401	e. Employer Representative  Henry Farber
	f. Fax No.
	g. e-Mail henryfarber@dwt.com
	h. Dispute Location (City and State) San Luis Obispo, CA
i. Type of Establishment cable, internet, telephone	j. Principal Product or Service internet services/ communications
	k. Number of workers at dispute location 48
l. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsection (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)	
Within the past six months, the above-named employer has interfered with the employees' Section 7 rights by telling employees that they would not be able to participate in the Charter reward and recognition program because they were represented by the Union.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) International Brotherhood of Electrical Workers Local 639	
4a. Address (street and number, city, state, and ZIP code) 6363 Edna Rd. San Luis Obispo, CA 93401	4b. Tel. No. (805)543-5693
	4c. Cell No. (805) 801-3738
	4d. Fax No.
	4e. e-Mail mark.simonin@sbcglobal.net
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.	
By:  (signature of representative or person making charge)	Ellyn Moscovitz, Attorney Print Name and Title
Address: PO Box 134, Jenner, CA 95450	Date:
	Tel. No. (510) 719-1216
	Office, if any, Cell No.
	Fax No.
	e-Mail emoscowitz@moscowitzlaw.com

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)  
PRIVACY ACT STATEMENT**Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

SEP-14-2015 14:34

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P.01



From: IBEW 639

18055443762

10/05/2015 09:23

#380 P.001/001

INTERNET  
FORM NLRB-501  
(2-08)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

Case 31-CA-161408 Date Filed 10/5/15

## INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

Charter Communications LLC

b. Tel. No. 888-715-3291

c. Cell No. 425-646-6138

f. Fax No.

g. e-Mail

henryfarber@dwt.com

h. Number of workers employed  
48i. Type of Establishment (factory, mine, wholesaler, etc.)  
cable, internet, telephonej. Identify principal product or service  
internet services/communications

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8(a)(5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since the employer unlawfully withdrew recognition from the Union on June 26, 2015, Charter has implemented numerous unilateral changes without negotiating with the Union, their elected representative, including:

1. Holding a 4/10 alternative work week schedule of 4 days working from 8 a.m.-7 p.m. Labor Code section 511, this must be approved by 2/3 of the workforce. Under 511 there is an exception that excludes employees covered by a CBA. The workers voted it down. 2. They intend to hold another election next week (in violation of California) and have threatened the workers that if they don't approve it this time, they will force workers to work from 12-9 pm, instead of their current 8-5 shift. The Union seeks a 10j injunction to return to the status quo of June 25, 2015 and stop unilateral changes except the raises.

3. Full name of party filing charge (If labor organization, give full name including local name and number)

International Brotherhood of Electrical Workers Local 639

4a. Address (Street and number, city, state, and ZIP code)

6363 Edna San Luis Obispo, CA. 93401

4b. Tel. No. 510-719-116

4c. Cell No.

4d. Fax No.

4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) International Brotherhood of Electrical Workers, AFL-CIO

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By

(Signature of representative or person making charge)

Ellyn Moscovitz

(Print/type name and title or office, if any)

Tel. No. 510-719-1216

Office, if any, Cell No.

Fax No.

e-Mail

emoscovitz@moscovitzlaw.com

Address P.O. Box 134 Jenner, CA. 95450

Oct. 5, 2015  
(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

OCT-05-2015 05:18

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P.01

From: IBEW 639

18055443762

11/17/2015 11:07

#417 P.001/001

Form NLRB - 501 (2-08)

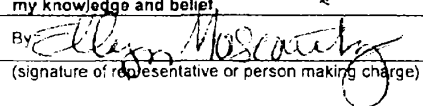
UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD

## FIRST AMENDED CHARGE AGAINST EMPLOYER

## INSTRUCTIONS:

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
31-CA-161408	11-17-15

1 EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer  Charter Communications, LLC	b. Tel. No. 888-715-3291	c. Cell No. 425-646-6138
d. Address (street, city, state ZIP code)  270 Bridge Street San Luis Obispo, CA 93401	e. Employer Representative  Henry Farber	f. Fax No.  g. e-Mail henryfarber@dwt.com
i. Type of Establishment cable, internet, telephone	j. Principal Product or Service internet services/ communications	h. Dispute Location (City and State) San Luis Obispo, CA
		k. Number of workers at dispute location 48
<p>1. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.</p> <p>2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)</p> <p>Within the past six months, the Employer has violated the Act by:</p> <p>(1) Dealing directly with employees by holding a 4/10 alternative work schedule meeting and election in July 2015;</p> <p>(2) Dealing directly with employees by holding a 4/10 alternative work schedule meeting and by scheduling another election in October 2015;</p> <p>(3) Threatening workers that if they didn't vote for the 4/10 alternative work schedule, their start times would be moved to 10 a.m. to 12 p.m. and,</p> <p>(4) Announcing a unilateral change to employees' start times and schedules without providing the Union notice and opportunity to bargain.</p> <p>The Union seeks a 10(j) injunction to return to the status quo of June 25, 2015, and stop unilateral changes except for raises.</p>		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) International Brotherhood of Electrical Workers Local 639		
4a. Address (street and number, city, state, and ZIP code)  6363 Edna Road San Luis Obispo, CA 93401	4b. Tel. No. (805) 543-5693	4c. Cell No. (805) 801-3738
	4d. Fax No.	4e. e-Mail mark.simonin@sbcglobal.net
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)		
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Tel. No. (510) 719-1216
By:  (signature of representative or person making charge)	Ellyn Moscowitz, Attorney Print Name and Title	Office, if any, Cell No.
Address: PO Box 134, Jenner, CA 95450	Date:	Fax No.
		e-Mail emoscowitz@moscowitzlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

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